

**State of Delaware –Delaware Women's Workforce Council
Office of Women's Advancement and Advocacy
Department of Human Resources**

Regular Meeting
Haslet Building, Dover, DE
Monday, November 19, 2018
1:00 am to 2:30 pm
Videoconferencing in Carvel Building

Attendees:

Carling Ryan, Melanie Ross Levin *Louise Lewis-Cummings Kimberly Reinagel-Nietubicz, Yvonne Gordon, Roxane E.A. Ferguson, Linda Barnett,-Telephone, Marie Laberge, Shaleah Sutton and Laura Burnett-Volunteer
*Chairperson

DRAFT MINUTES

Call to Order and Roll Call:

The meeting was called to order by Chairperson Louise Cummings-Lewis at 1:00pm. The chairperson thanked everyone for coming.

Updates from the Office of Women's Advancement & Advocacy

Melanie Ross Levin talks about the next legislative session. They are looking for the final vote for ERA to be done in early January. There is not exact date yet and the vote for ERA is one thing that can be expected. The OWWA is preparing for a new session and meeting the new legislators that have been inducted. The OWAA is trying to figure out what policies to put out in the new session.

A two year report is given to the governor at the beginning of the new session for recommendations from the Office of Women's Advancement & Advocacy for legislation purposes and what the personnel in the office has been doing for the last year. Carling Ryan is working on that report. Melanie talked about launching "She's on Her Way" campaign. Melanie asked the council members to help promote and attend the event if possible.

Melanie talked about the Leaders of Women/Girls Advocacy Organizations meeting. Melanie give details about the meeting. Melanie will send the invitation list around to council members. The commission chairperson Marian Palley is in charge of preparing the agenda. This meeting will be about nonpartisan policies and advocacy work.

Melanie talked about having a speed meeting with the legislators with all the women's groups. Melanie explained how the speed meeting would work. Melanie have holds in legislative hall for meetings in March. Melanie talked about council members accepting meeting requests because Stella will not be calling members anymore for meeting reminders. The meeting requests will let the office know who will be attending the meetings.

Subcommittee updates

Public Policy Subcommittee

Linda Barnett talked about the Public Policy Platforms and how they are not finalized yet. Linda would like to see the subcommittee to become a liaison organization with the Delaware Equal Rights Amendment Now organization. This group works in the local and federal level for passing legislation for Equal Rights Amendment and the committee could work with the organization to support the passing of Equal Rights Amendment.

The chairperson of the workforce council asked if there is a date to try to get involved with the ERA Now organization.

Melanie would have to look at bylaws to see if they can support being a liaison organization.

Business Outreach

Roxane Ferguson talks about the meeting she involve in on December 5, 2018, with having the chamber members involved. The chamber alliance agreed to be a part of the Business Outreach Subcommittee. Melanie gave information on how the model came from Boston Women's Workforce Council and how it would work in Delaware. The members of the business chambers are excited about salary negotiations classes. Melanie is going to Boston and having meetings with Boston's leadership in the first week of December. The entire staff for the Women's Workforce Council in Boston has changed and Melanie has to meet them. Melanie asked council members if they had any questions in reference to Boston, please let her know before December 3, 2018.

Education and Research

The idea to expand to outside of government on trying to find reports about pay equity. Chris had several ideas as to where to look to find information for the study. Most of the studies should be done locally so that we get hard numbers for the study. There is no studies that are extensive in the City of Wilmington. Chairperson's on subcommittee where asked to send Stella copy of dates for 2019 meetings.

Melanie talked about the salary negotiations. Four seminars have been approved for salary negotiations. One in Dover and one in each county in April for equal pay month. Melanie has to figure out how to put it together. The Workforce council would co-sponsor the salary negotiation seminars. Host organizations are needed to fill the room with people and provides the food for clients. The seminars are in person and are capped at 40 people.

The sessions are three hours each and start at 5:00pm. The time can be different if the host organization has a conflict with starting at 5:00pm. Melanie would like to see women from

different economic backgrounds. The seminars also have a practice session to help retain what they learned. Linda Barnett is a facilitator and more facilitators are needed. People would have to train to become a facilitator. The question was asked if there were any thoughts about where the locations can be held.

Chris Waters works at Wilmington University and will discuss with people there about having the seminar there. Chris also brought up how the libraries can be used for seminars and instead of libraries sponsoring the seminar, use someone else to provide food. If people can't host the seminars, but have an audience, maybe they can provide students for the seminars. The YWCA also can be a place to have seminars. If council members have any other places or other people who want to be involved, please let Melanie and Louise know.

Linda speaks about the facilitator training and how it is online and interactive. The AAUW has a handbook and materials for the facilitator. The training has to be funded and once you pay for classes, you can train two other people. Louise states, "She was thinking about becoming a facilitator and if anyone else would like to become a facilitator to let her know". Melanie suggest using a company to sponsor the salary negotiations seminars. The office will pay for the first four sessions and after the four sessions, the businesses can be used to sponsor seminars to advance the seminars.

If more facilitators were added, does that change the cost of the training? It does not change the price to have more facilitators. It would make it easier to be able to do the seminars that are in place if had more facilitators. Louise talked about dates for workforce council meetings for the year 2019. The workforce council will have 4 meetings for the 2019 year.

New Business:

Christine mason has resigned and she felt that the direction that the group was going in was not her views. If anyone has questions that are in the workforce council, please let Louise or Melanie know. There are at least 4 positons that have to be filled on the various women's groups. Public Comments: Roxanne brought Cedo Semme, Administrative Assistance for Chamber of Commerce and Alexis Ferguson, who is Roxanne's Daughter.

Meeting adjourned at 2:05pm.